

## PEER REVIEW PANEL AWARD

Grievance # 24-2019 was heard by the undersigned panel on Captain Jeffrey Butler

The suspension / reprimand imposed by the City is (circle one) sustained / reversed / or reduced. If reduced, the penalty shall be \_\_\_\_\_.

### COMMENTS

After reviewing the evidence presented, the Peer Review Panel has determined that the investigation posed several conflicts of interest.

The Panel identified the following:

- A direct familial relationship between evidence of the investigation and investigative body.
- Due to an active Captain's Promotional List the lead investigator

Craig A. Grayson  
Panel Member Name

[Signature]  
Panel Member Signature

Don W. Wlesman  
Panel Member Name

Don M. Wlesman  
Panel Member Signature

Paul F. Brostrom, Jr.  
Panel Member Name

[Signature]  
Panel Member Signature

continued  
**DISSENT** etc  
(IF APPLICABLE)

was potentially in a position to benefit from a sustained finding of Captain Butler.

- while being implicated in the investigation, the Police Chief attended discussions related to this investigation prior to the conclusion of the investigation.

\_\_\_\_\_  
Panel Member

At least two members must agree on sustaining, reversing, or reducing a penalty for decision to be final. No deadlocks are permitted.

The Panel believes that because of these conflicts identified, one could consider that the investigation not fair or objective which further lends to the veracity of the sustained finding.